



COUNTY OF LOS ANGELES

DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

December 16, 2005

To: All Department Heads

From: Michael J. Henry
Director of Personnel

David E. Janssen
Chief Administrative Officer

Subject: **SALARY ADJUSTMENTS FOR MAPP PARTICIPANTS AND
APPOINTED DEPARTMENT HEADS**

On December 16, 2003, the Board of Supervisors approved a 5% multi-year salary adjustment for Management Appraisal and Performance Plan (MAPP) participants as follows:

- January 1, 2005 – 2.5%
- January 1, 2006 – 2.5%

These salary adjustments were subject to a cancellation provision that could be implemented in the event a financial crisis was declared. It has been determined that the salary adjustment for January 1, 2006 will be implemented.

The Board also approved MAPP Salary Structure adjustments effective January 1, 2006. A copy of the MAPP Salary Structure by quartiles for 2006 is attached. (Attachment I)

Salary adjustments for January 1, 2006 should be manually input into the Countywide Timekeeping and Payroll Personnel System (CWTAPPS) for MAPP participants no later than January 22, 2006 in order to be reflected on the January 30, 2006 payday. Salary adjustments for MAPP participants include both probationary and non-probationary participants and will be limited to participants whose performance ratings are Merit Performance or better. For those participants on probation, use the rating from the previously held item unless an interim rating has been completed. This linkage of periodic salary increases to performance ratings underscores the critical need to keep up to date on MAPP annual performance evaluations for all participants.

To Enrich Lives Through Effective and Caring Service

All Department Heads
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Attachment II includes a summary of key factors for your payroll operations regarding processing of salary adjustments.

Department Heads

The Board also approved similar adjustments for appointed department heads. The Auditor-Controller will process the January 1, 2006 increase for department heads based on authorization from the Chief Administrative Office for those department heads whose last performance evaluation by the Board of Supervisors was "competent" or better.

Should you have any questions regarding the above, please call me, or your staff may call Pamela Sund, Principal Analyst, at (213) 974-2514

MJH:DEJ
STS:ck

Attachments

c: Each Supervisor
Administrative Deputies
Personnel Officers

MAPP\BOARD MEMO-06 SALARY INCREASE

MANAGEMENT APPRAISAL & PERFORMANCE PLAN
SALARY STRUCTURE
JANUARY 1, 2006
2.5% RANGE ADJUSTMENT

Range	1st Quartile		2nd Quartile		Control Point	3rd Quartile		4th Quartile	
1	\$39,623	\$44,576	\$44,577	\$49,528	\$49,528	\$49,529	\$54,482	\$54,483	\$59,434
2	\$42,595	\$47,919	\$47,920	\$53,243	\$53,243	\$53,244	\$58,568	\$58,569	\$63,892
3	\$45,789	\$51,513	\$51,514	\$57,236	\$57,236	\$57,237	\$62,960	\$62,961	\$68,683
4	\$49,224	\$55,377	\$55,378	\$61,530	\$61,530	\$61,531	\$67,683	\$67,684	\$73,835
5	\$52,916	\$59,530	\$59,531	\$66,144	\$66,144	\$66,145	\$72,759	\$72,760	\$79,373
6	\$56,884	\$63,995	\$63,996	\$71,106	\$71,106	\$71,107	\$78,217	\$78,218	\$85,327
7	\$61,150	\$68,794	\$68,795	\$76,438	\$76,438	\$76,439	\$84,083	\$84,084	\$91,726
8	\$65,737	\$73,954	\$73,955	\$82,171	\$82,171	\$82,172	\$90,389	\$90,390	\$98,606
9	\$70,668	\$79,501	\$79,502	\$88,334	\$88,334	\$88,335	\$97,168	\$97,169	\$106,001
10	\$75,968	\$85,464	\$85,465	\$94,960	\$94,960	\$94,961	\$104,456	\$104,457	\$113,951
11	\$81,665	\$91,874	\$91,875	\$102,082	\$102,082	\$102,083	\$112,291	\$112,292	\$122,499
12	\$87,788	\$98,763	\$98,764	\$109,738	\$109,738	\$109,739	\$120,713	\$120,714	\$131,687
13	\$94,376	\$106,173	\$106,174	\$117,969	\$117,969	\$117,970	\$129,767	\$129,768	\$141,563
14	\$101,454	\$114,136	\$114,137	\$126,818	\$126,818	\$126,819	\$139,500	\$139,501	\$152,181
15	\$109,063	\$122,696	\$122,697	\$136,329	\$136,329	\$136,330	\$149,962	\$149,963	\$163,594
16	\$117,243	\$131,899	\$131,900	\$146,554	\$146,554	\$146,555	\$161,210	\$161,211	\$175,864
17	\$126,035	\$141,790	\$141,791	\$157,545	\$157,545	\$157,546	\$173,300	\$173,301	\$189,054
18	\$135,489	\$152,425	\$152,426	\$169,360	\$169,360	\$169,361	\$186,297	\$186,298	\$203,232
19	\$145,650	\$163,857	\$163,858	\$182,063	\$182,063	\$182,064	\$200,270	\$200,271	\$218,475
20	\$156,574	\$176,146	\$176,147	\$195,717	\$195,717	\$195,718	\$215,290	\$215,291	\$234,861
A1	\$119,736	\$134,704	\$134,705	\$149,672	\$149,672	\$149,673	\$164,640	\$164,641	\$179,606
A2	\$122,886	\$138,247	\$138,248	\$153,608	\$153,608	\$153,609	\$168,969	\$168,970	\$184,329
A3	\$126,039	\$141,794	\$141,795	\$157,548	\$157,548	\$157,549	\$173,304	\$173,305	\$189,059
A4	\$129,187	\$145,336	\$145,337	\$161,485	\$161,485	\$161,486	\$177,634	\$177,635	\$193,781

Management Appraisal and Performance Plan (MAPP) and appointed Department Heads Salary Adjustments

- The approved salary adjustment schedule is:
 - January 1, 2006 – 2.5%
- The Auditor-Controller will process appointed department head increases only after approval by the Chief Administrative Office.
- Salary adjustments for MAPP participants must be manually processed by departments into CWTAPPS.
- Participants on probationary status are eligible to receive the adjustments.
- The January 1, 2006 salary adjustments should be processed no later than January 22, 2006 in order to be reflected on the January 30, 2006 payday.
- To process the January 1, 2006 increase, a new Job History record must be **ADDED** (on the JHST screen) with a History-Start Date (effective date) of January 1, 2006. **DO NOT UPDATE** an existing JHST record if the History-Start-Date is prior to January 1, 2006.